

UDMPU Board Meeting Minutes – 7/9/08

Present: Mike Canjar; Don DiPaolo; Heather Hill-Vásquez; Jim Lynch; Lorri MacDonald; Kris McLonis; Stephen Manning; Kate Walters; Larry Zeff

Absent Excused: Stokes Baker

Absent: Cindy Gillham

I. Call to Order.

II. New members of the Board—Doug DiPaolo and Jim Lynch—were introduced and welcomed.

III. Approval of the 5/22/08 minutes was tabled until clarification of motion described in IVc will be obtained by asking Board Member Baker to consult his notes from the 5/22/08 meeting.

IV. Treasurer's Report.

a. McLonis reported \$32,386.35 in checking and \$69,666.31 in savings for a total of \$102,052.66 in the Comerica accounts.

b. Recent activity includes a check in the amount of \$14,518.54 to the MEA for union dues and a deposit from UDM HR to cover union dues in the amount of \$8,434.29.

c. A motion was made to accept the Treasurer's Report and the motion passed.

V. Grievance Report.

a. Grievance Officer Manning reported that a pre-grievance issue exists in connection with Article 3.3(d) of the contract (assignment of overload teaching).

b. Manning reported on a pre-grievance issue regarding a bargaining unit member's academic freedom in connection with a conflict between the member's program director's promise to a student regarding the observance of his/her religion and the member's course policies as stated in her/his syllabus. It was recommended that the MFA be asked to consider creating a policy statement, perhaps similar to the student athlete policy, regarding religious observances and student and faculty rights and responsibilities.

c. Manning also communicated that a pre-grievance issue may arise regarding the appropriate timetable for faculty to receive their travel reimbursement vouchers as described in Article 11.6 of the contract.

d. Zeff reported that, in response to an ongoing series of issues occurring in one college, the Interim AVP has had an initial meeting with the Dean of the college and is now ready to follow-up on the issues discussed during that meeting.

e. A motion was made to accept the Grievance Report and the motion passed.

VI. MAHE Report.

a. In her capacity as MAHE (Michigan Association of Higher Education) representative, Walters reported on potential legislation (SB 13.29) that would permit community colleges to grant four-year degrees for certain professional programs including nursing. At the June 6-7 MAHE meeting, the MAHE Board voted against approving the legislation. In response the MAHE lobbyist will be lobbying against the legislation.

b. A motion was made to accept the MAHE Report and the motion passed.

VII. PNC Report.

a. Chief Negotiating Officer Zeff reported on the progress of contract negotiations. As a volume of the *UDMPU Leader* containing a detailed report will be sent to the whole membership, the following is a brief summary.

1. Both union and administration agree that enough progress has been made so that the original six PNC sub-committees (Compensation; Benefits; Tenure/Promotion/Faculty Status; Resources and Working Conditions; Intellectual Property and On-Line Teaching; Language) will now be reformulated into two larger PNC sub-committees: Compensation and Benefits; Faculty Status and On-Line Teaching.
2. Among key issues that remain outstanding are:
 - a. a pay raise package and equity
 - b. a health benefits package
 - c. an administrative proposal to include a new faculty rank of lecturer
3. The on-line teaching issue and the administration's Regis University Proposal has been placed in the hands of the MFA. Hill-Vásquez reported on the MFA's recent resolution addressed to the Interim AVP requiring that the programs being considered for on-line delivery through Regis University be approved as new programs through the procedures established by the MFA.

b. Discussion of the PNC Report included a focus on serious concerns regarding the use of adjuncts and Article 3.3(b) of the contract especially in connection with 2c and 3 above. In addition, serious note was made of the university's violation of this section of the contract during the past three academic years (05-06; 06-07; 07-08) with the last academic year (07-08) reporting the worst violation. (Data on adjunct usage is available at the UDMPU website: udmpu.net.) Discussion also included the potential benefits and liabilities of the rank of lecturer.

c. The efforts of the PNC and the PNC sub-committees were noted and a motion was made to thank the members of these committees. The motion passed.

VIII. UDMPU Board Role, etc.

a. DiPaolo requested that the Board consider discussing its function as a team in connection with its responsibilities and the goals described in the UDMPU By-Laws. Other issues raised in the discussion were the possibility of a new member orientation and the possibility of including a student voice on the Board. It was recommended that these issues be discussed at a future meeting sometime after October 1 once negotiations have concluded.

IX. Audit Sub-Committee.

MacDonald reported that the Audit Sub-Committee report of the UDMPU's finances is complete. MacDonald will forward the report to President Canjar who will then disseminate the report to the Board for its review. Following the Board's review, the report will be made available to the general membership through the UDMPU website.

X. A motion was made to adjourn and the motion passed.

Respectfully submitted,
Heather Hill-Vásquez